

Exhibit 14

ERG

Case: 2023-3341 - Employee Walk-In
Encore Boston Harbor Employee Relations
Harassment/Discrimination/Retaliation : Discrimination

Case Snapshot

Opened: 02/27/2023 12:19 PM
Days open: 17
Last modified: 04/06/2023 2:48 PM
Date closed: 03/17/2023
Intake method: Employee Walk-In
Status: Closed
Alert: None

General Case Info

Case number:
2023-3341

Received/Reported date:
02/22/2023

Alleged incident date:
02/18/2023

Language:
English

Assigned tier:
Encore Boston Harbor Employee Relations

Creator: Charlotte Valentin Rivera charlotte.valentin@encorebostonharbor.com

Issue

Primary issue:
Harassment/Discrimination/Retaliation : Discrimination

Summary:
Complainant, Assistant Manager, alleges Charged Party, Call Center Agent, said "as long as that monkey pays me" in reference to Affected Person, who is African-American.

Case Details

Reported tier information

Case type:
Incident

Intake method:
Employee Walk-In

Location

Branch number:
Encore Boston Harbor

REDACTED

Location/Address:
One Broadway

City:
Everett

State/province:
MA

ZIP/postal code:
02149

Country/Territory:
United States

Reporter Information

Reporter anonymous:
No

Reporter first name:
Charlene

Reporter last name:
DiGaetano

Case Information

Has this issue been previously reported?
No

What is your relationship to Wynn Resorts?
Employee

If you are an Employee of Wynn please provide us with your position and title.:
Assistant Manager

Please identify the person(s) this report is about:
Charlie Truong
[REDACTED]
Maria Portillo

Are there any witnesses involved?
Yes

If yes, then who?
Maria Portillo and Charlene DiGaetano

Have you reported this to Employee Relations?
Yes

Was this reported to a manager?
Yes

If yes, then who?
Yelena Gorbovets

Where did this incident occur?
Call Center

Please provide the date and time this incident occurred:
02/18/23 after 1pm.

How long do you think this problem has been going on?
Don't know

How did you become aware of this incident?
Told to me by a co-worker

Details:

REDACTED

Employee Relations received this case on 02/22/23. Complainant, Assistant Manager, witnessed two Call Center employees having a conversation about sales goal contest. Complainant witnessed Charged Party saying, "as long as that monkey pays me" in reference to Affected Person.

Assignments & Access

Primary Investigator: Charlotte Valentin Rivera

Restricted access: None

Case access list: Carolina Paz; Charlotte Valentin Rivera; Ellen Whittemore; Fiona Hartigan; Geneeka Guerra; Greg Brower; Gregg Desfosses; Jacqui Krum; James Hlawek; Jasmin Petrosino; Kelly Stevenson-Idham; Lori Yeager; Marcus Trummer; Matthew Gravini; Melanie Escobar; Robert T Sevene; Shelley Abreu-Yuen; SIOBHAN MCMANUS

Participants

Name	Job Title	Relationship	Role	Results	Notes
Charlene DiGaetano	None	Employee	Witness	None	
Charles Truong	None	Employee	Charged Party	Termination	
[REDACTED]	None	Employee	Affected Person	None	
Maria Portillo	None	Employee	Witness	None	

Agencies

None

Attachments

Files

File	Category	Date	Description
Marla Portillo Statement.pdf		02/27/2023 12:14:00 PM	
Charlene DiGaetano Statement.msg		02/27/2023 12:14:00 PM	
Charlie Truong Statement.pdf		02/27/2023 12:18:00 PM	

Synopsis

Outcome of case

Primary outcome:
Substantiated

Secondary outcome 1:
- Select One -

Secondary outcome 2:
- Select One -

Action taken:
Termination

Synopsis notes:

Employee Relations conducted an investigation that substantiated the allegation. Charged Party admitted to using the word "monkey" during the conversation and gave non-credible denials about what he meant by the term.

REDACTED

Witnesses corroborated the substance and context of the conversation. After being put on Suspension Pending Investigation Charged Party gave a banana to Affected Person. Charged Party was terminated for violating the Preventing Discrimination and Harassment Policy.

Tasks

None



Case Notes

None

Related Cases

Cases marked as related to this case

None

REDACTED